

Email: jereedinc@hotmail.com

Present Occupation: Arbitrator/Mediator/Labor Agreement Administrator

Business Address:

J. E. Reed and Associates
1424 E. 17th Street
Idaho Falls, ID 83404
Phone: (208) 524-4404
Fax: (208) 522-7492

EDUCATION:

MLIR Labor and Industrial Relations Michigan State University 1977
BGS Business, University of Nebraska at Omaha 1976

CERTIFICATION:

Steamfitter Omaha Nebraska 1961
Plumber Omaha Nebraska 1967

ARBITRATION/LABOR RELATIONS EXPERIENCE:

From 1978 to present have been the neutral administrator and Mediator of two labor agreements involving seventeen construction Unions and their respective Management representatives that includes some three hundred (300) signatory Employers. Have also served on FMCS Arbitrator panel from 1980 to the present and have arbitrated well over two hundred (200) cases.

ISSUES:

1978—Present: Absenteeism, Arbitrability Bargaining Unit Work, Conduct (off duty), Demotion, Discipline (non discharge, discharge), Drug/Alcohol Offenses, Bonus, Holidays, Insurance Leave, Vacation Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes/Lockouts/ Work stoppages, Subcontracting/Contracting Out, Union Security, Cost-Of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hrs./Schedules/Assignments, Working Conditions/Work Orders, Violence/Threats.

INDUSTRIES:

Public Sector/Federal Sector/Private Sector: Aerospace, Building products, Cement, Construction, Dairy, Education, Food, Foundry, Health Care, Mining, Nuclear Energy, Office Workers, Meat Packing, Petroleum/Petrochemicals, Police and Fire.

FEES:

PER DIEM FEE: \$800 **CANCELLATION FEE:** \$800

Grievance Arbitration: The fee is \$800 per day for hearing (plus expenses), and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

Cancellation Policy: If the scheduled hearing is postponed or canceled with notice of less than two calendar weeks (14 days) there will be a one-day cancellation fee of \$800.